



Manpower Management

Presentation to the

2008 Logistics Board

**Col Stephen G. Nitzschke
Head, MMOA**

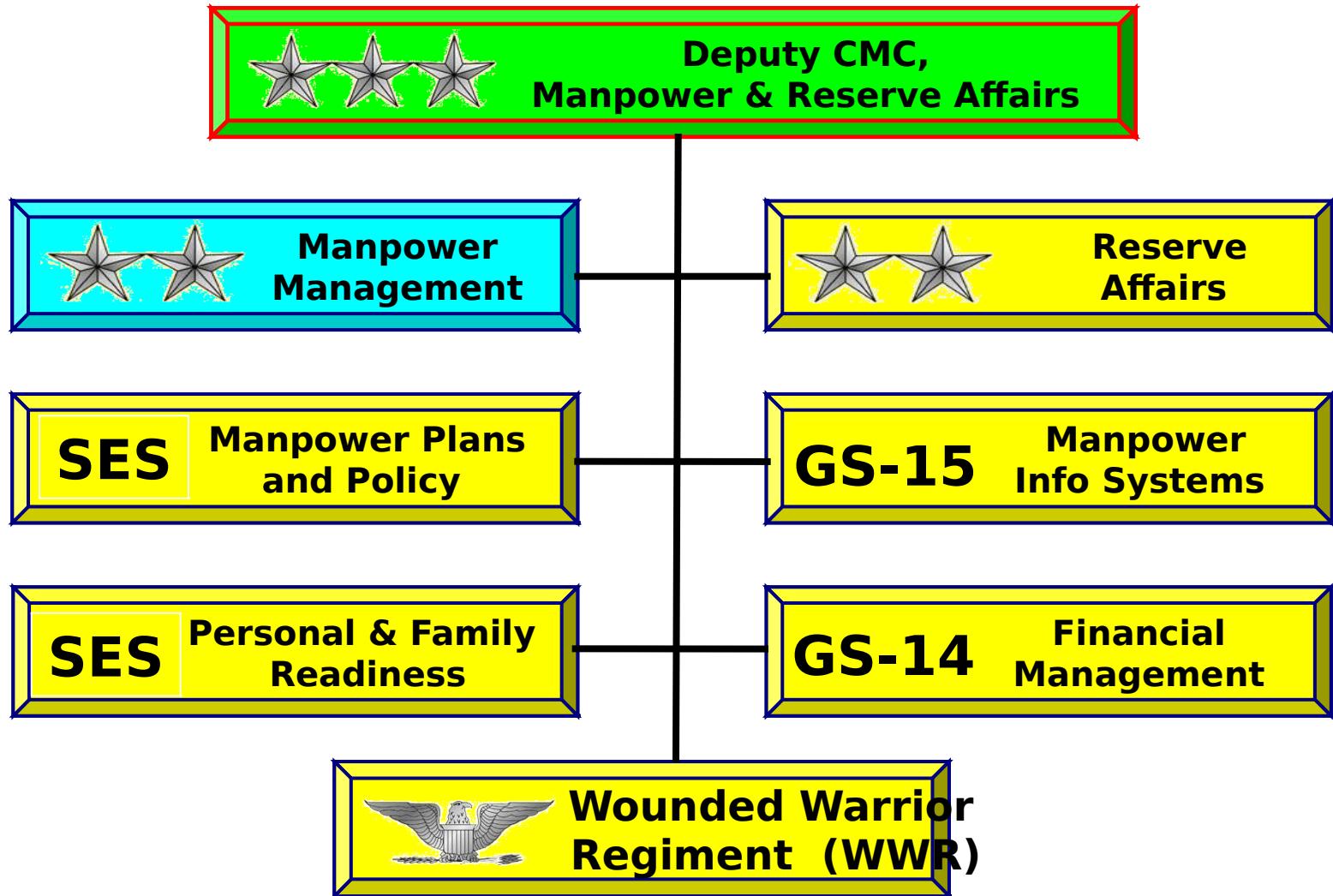


Agenda

- **Organization**
- **Force Management**
 - End-strength Update
 - Active/Reserve Component
 - Budget
 - Family Readiness
 - Every Marine to the Fight
- **Career Progression**

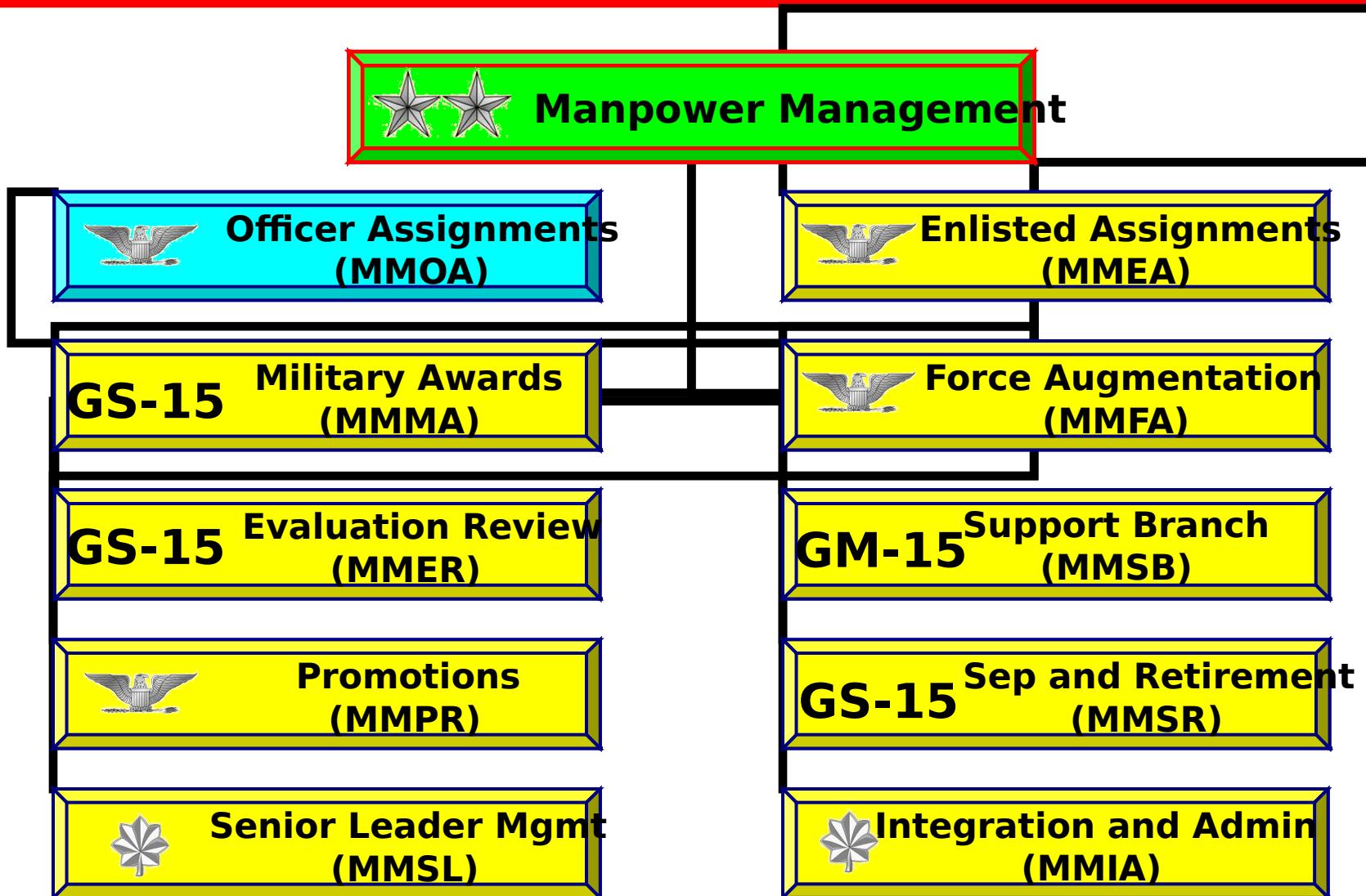


The Organization



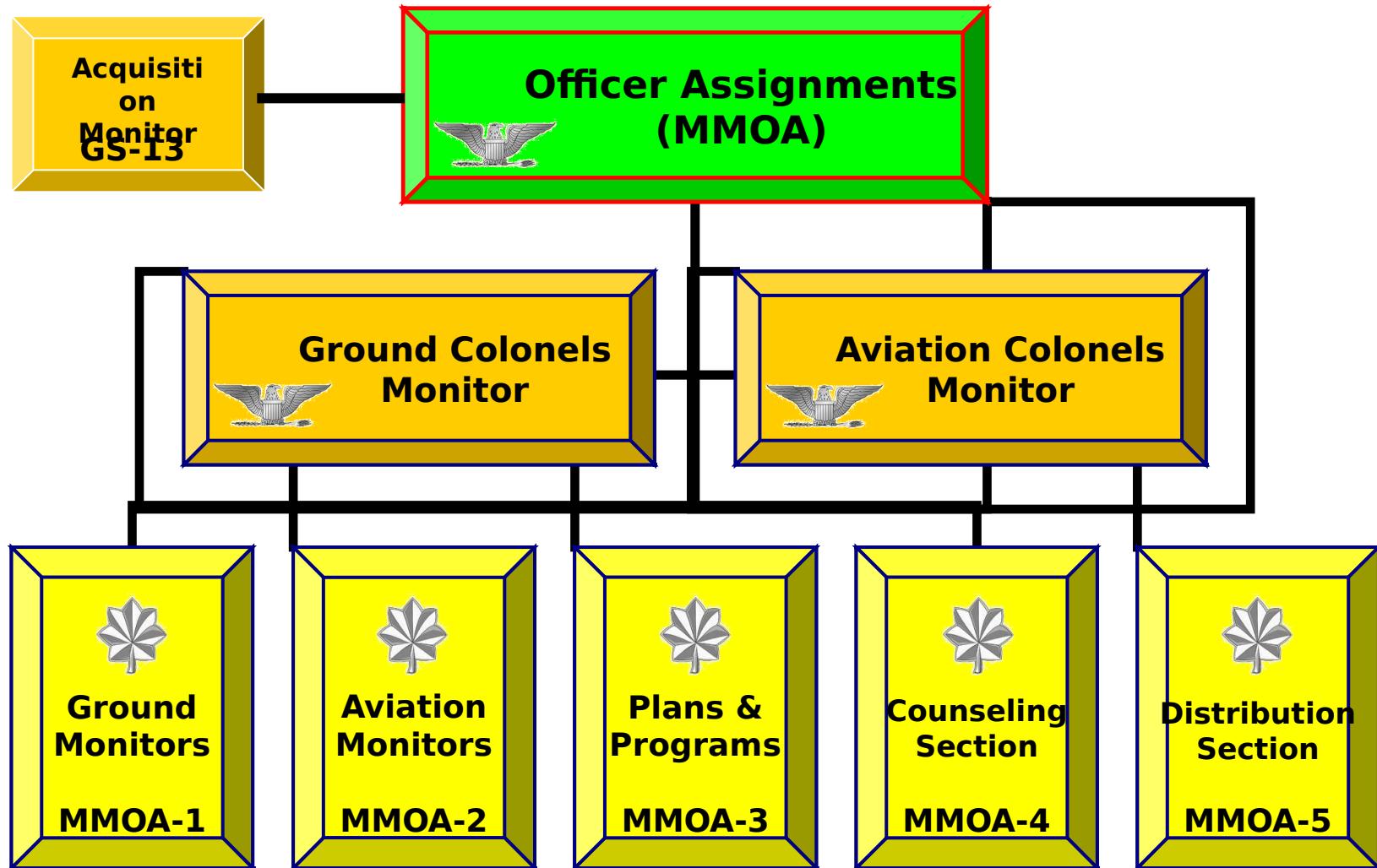


The Organization





The Organization





The Total Force

- **Regular Component:**

| | |
|------------------|----------------|
| Officers: | 20,088 |
| <u>Enlisted:</u> | <u>174,590</u> |
| Total: | 197,500 |

- **Reserve Component:**

| | |
|-------------|---------------|
| SMCR: | 37,937 |
| <u>IRR:</u> | <u>56,673</u> |
| Total: | 94,610 |

- **Civilians:**

| | |
|------|--|
| SES: | |
| 26 | |

| | |
|-----------|--|
| GS 14/15: | |
| 844 | |

| | |
|-----------|--|
| GS Other: | |
|-----------|--|

| | |
|---------------|---------|
| Non-App Fund: | 19,300* |
| Totals: | 10,400 |

*Includes Foreign Nationals

20,170

- **Family Members:**

| | |
|---------------------|----------|
| Total: | 194,141* |
| (*Active Duty only) | |

KEY RATIOS

Officer to Enlisted: 1 to 8.7

Civilian to Active: 1 to 9.7*

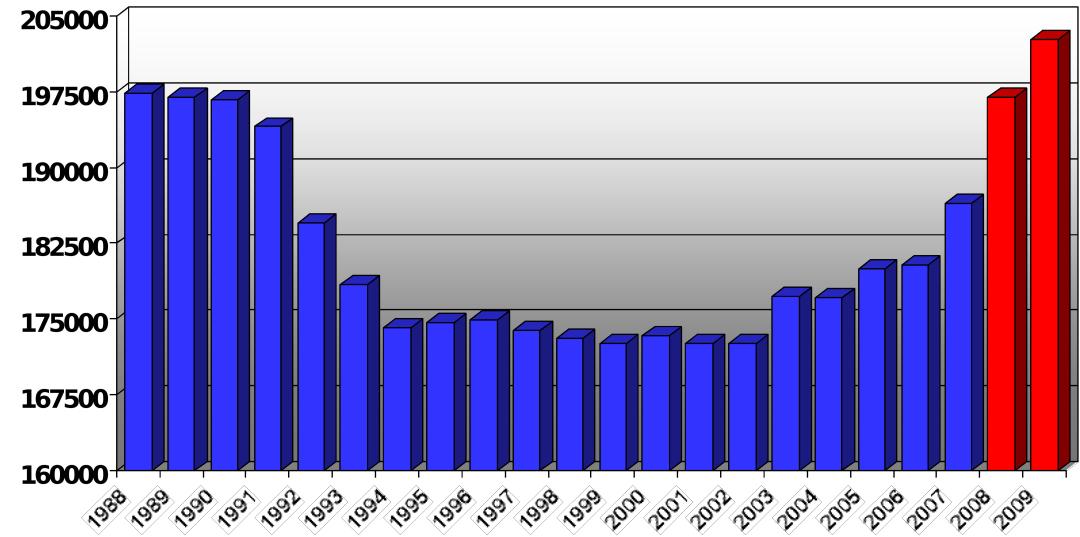
*Ratio includes only appropriated Civilians



End-Strength Update (AC)

CMC Intent

- Execute End Strength ramp-up as quickly as possible
- Help achieve 1:2 unit deployment-to-dwell ratio for OIF/OEF/Long War
- Build capacity to train and respond to other crises (Balanced MAGTF)



| | OFFICERS | ENLISTED | TOTAL |
|--------------------------|----------|----------|---------|
| BUDGETED STRENGTH | 20,757 | 180,770 | 201,527 |
| P2T2 | 4,127 | 25,613 | 29,740 |
| AVAILABLE MANNING | 16,630 | 155,157 | 171,787 |
| T/O | 17,383 | 147,924 | 165,307 |
| DELTA | -753 | 7,233 | 6,480 |
| MANNING % | 95.67% | 104.89% | 103.92% |



FY09 Retention Plan (AC)

- **FTAP**

- Mission is 8,331
 - Historically FTAP is ~24% of eligible EAS population
 - **12% rate increase over pre-growth average rate**
 - 36% of eligible FY09 EAS population

40% of 202K growth is in career force. FTAP retention percent will remain higher until larger cohorts reach reenlistment eligibility

- **STAP**

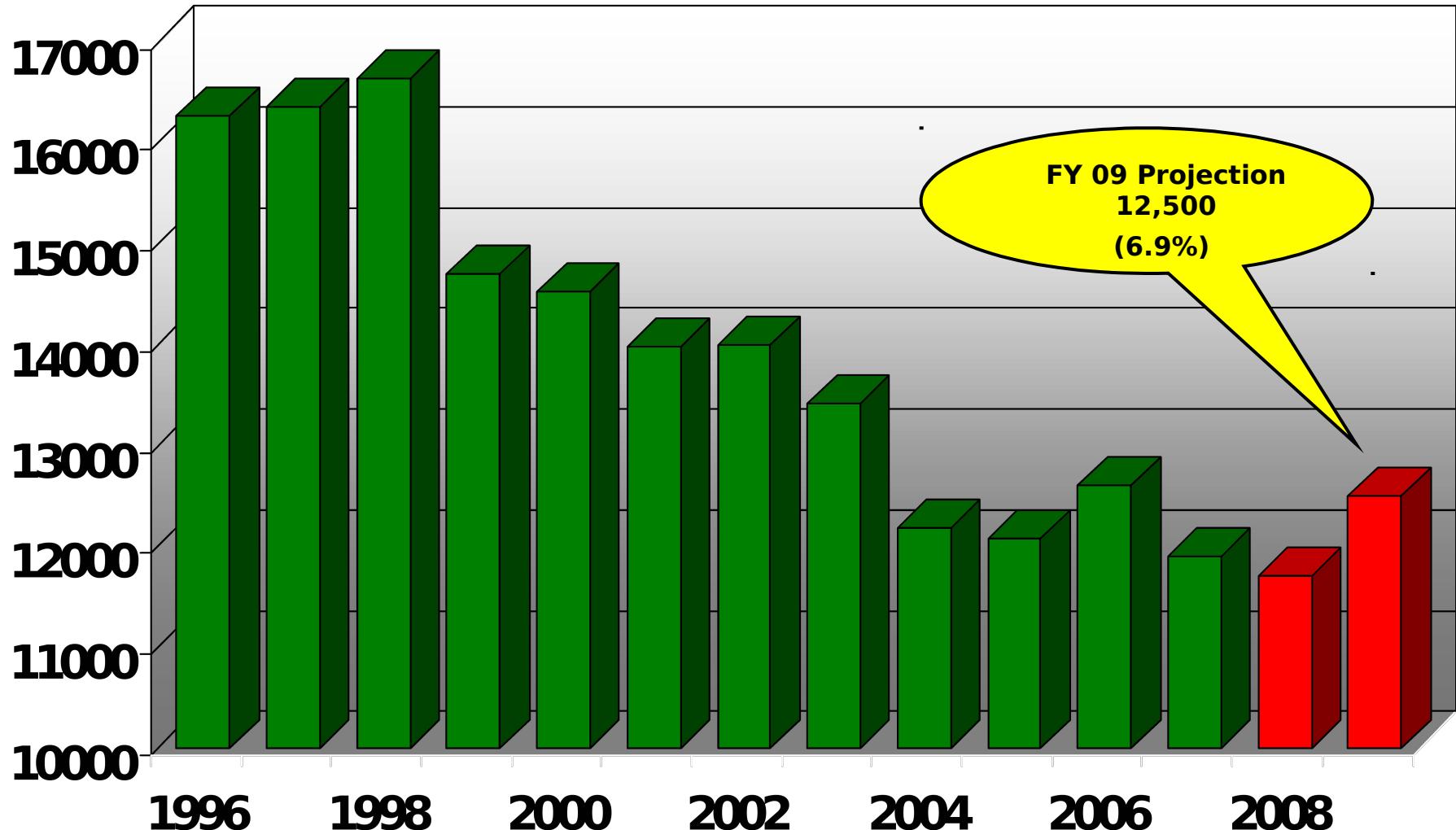
- Mission is 7,464
 - Missioned by Zone
 - Zone B is 3,283 (**6% increase over pre-growth average rate**)
 - Zone C is 2,376 (**2% increase over pre-growth average rate**)
 - Zone D is 1,805

- **SRB Program**

- Budget requirement is \$469.5M (**5.5M increase over FY08**)
 - Based upon reenlistment propensities and opportunity costs

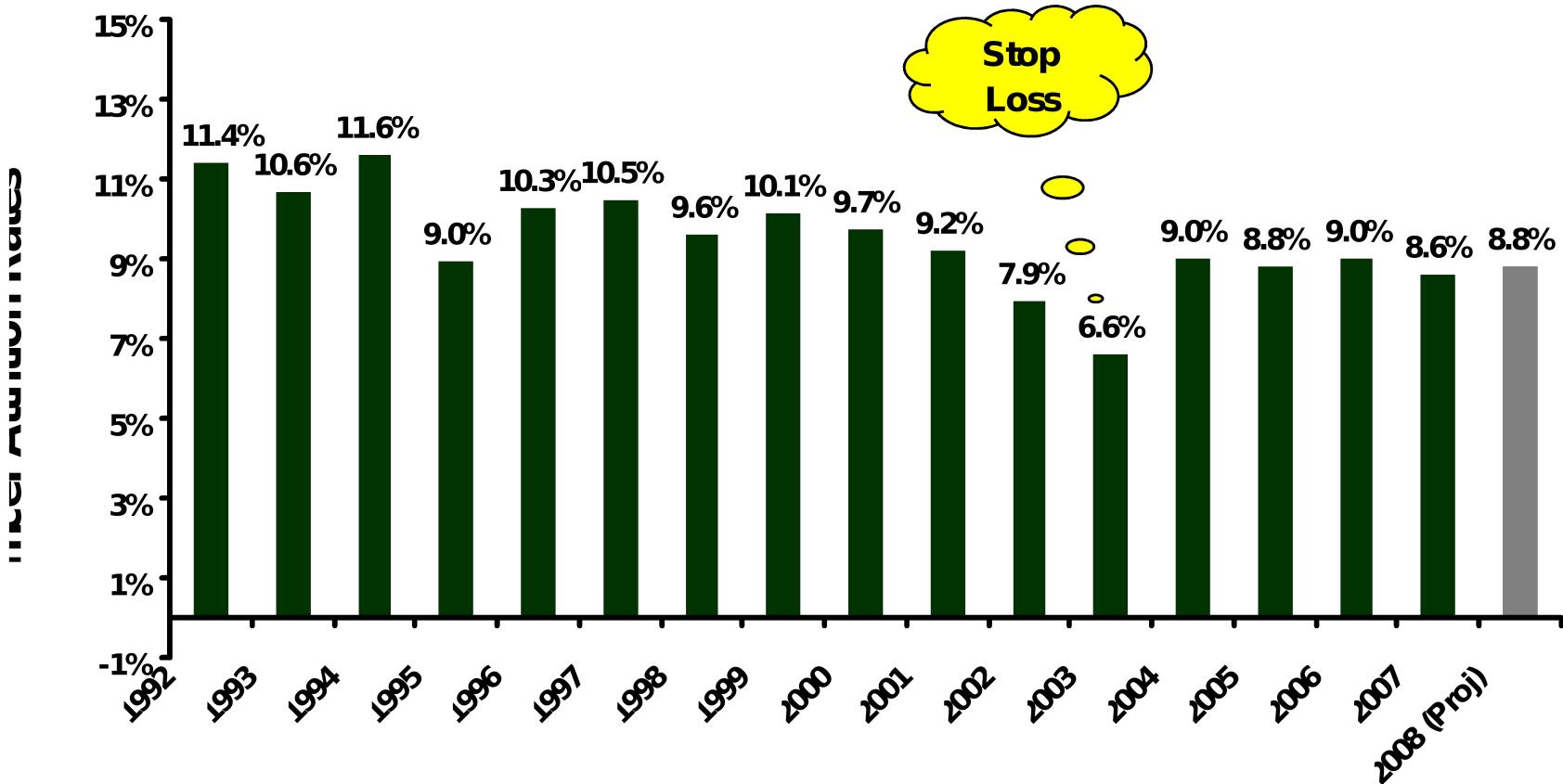


Non-EAS Attrition by Fiscal Year (AC)



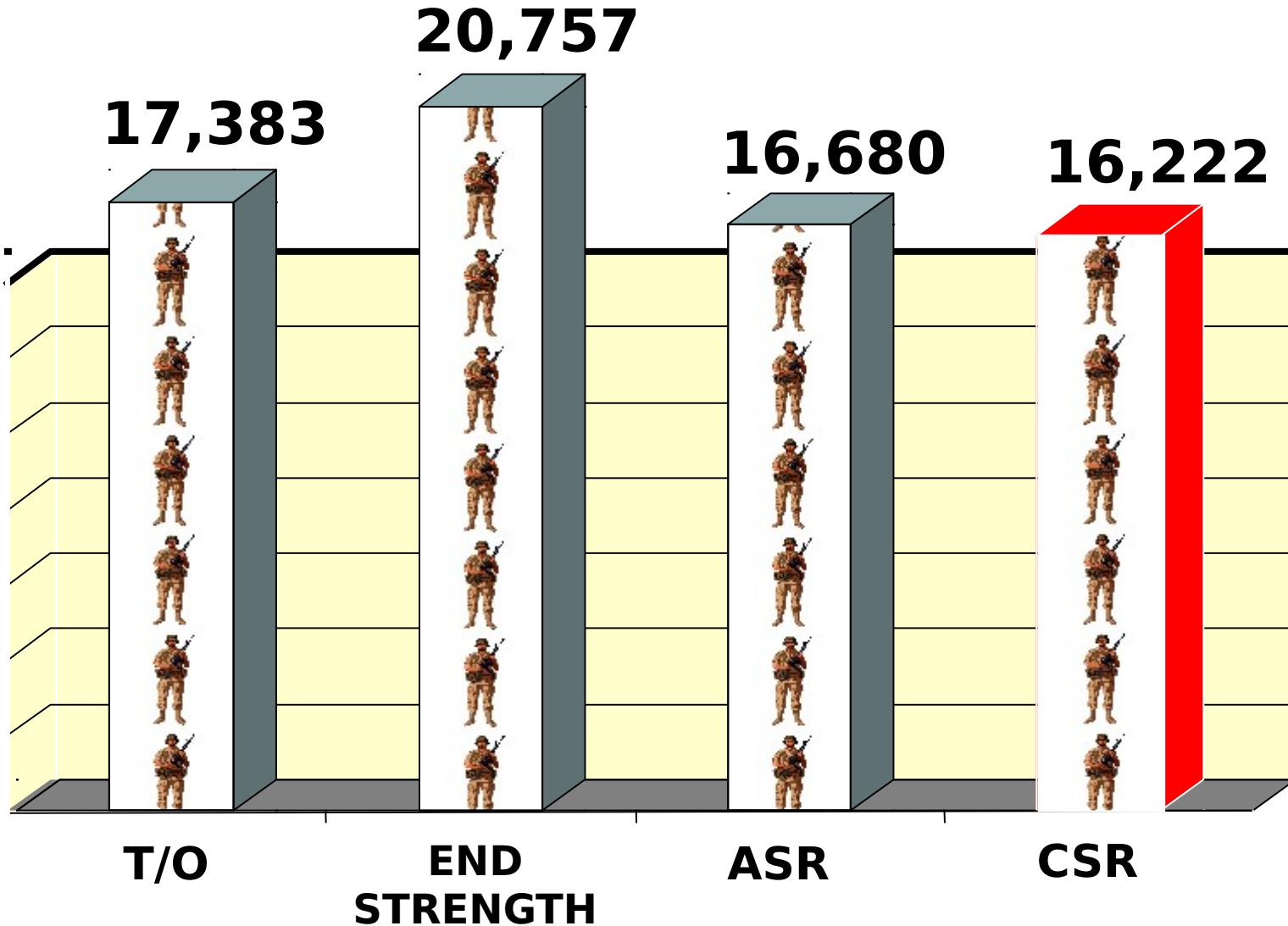


Officer Attrition (AC)





Assignable Officer Inventory





MLG Staffing

| ASR DATE | UNIT | T/O | ASR | STAFFING GOAL | ONBOARD (18 SEP 08) | ONBOARD AS % T/O |
|----------|---------|------------|------------|---------------|---------------------|------------------|
| FY07 | 1ST MLG | 414 | 388 | 378 | N/A | |
| FY08 | | 412 | 388 | 376 | 402 | 98% |
| FY09 | | 449 | 430 | TBD | N/A | |
| FY07 | 2D MLG | 423 | 396 | 384 | N/A | |
| FY08 | | 423 | 396 | 383 | 389 | 92% |
| FY09 | | 446 | 437 | TBD | N/A | |
| FY07 | 3D MLG | 291 | 270 | 264 | N/A | |
| FY08 | | 288 | 269 | 263 | 251 | 87% |
| FY09 | | 291 | 280 | TBD | N/A | |



Separate MCC's

- **Each MLG adds up to 12 new MCC's in FY09**
- **Manning & Staffing Precedence Levels currently remain Pro-Share per MCO 5320.12F**
- **MMOA will start staffing to the separate MCC's upon publishing the FY09 staffing plan (Nov 08)**
- **MLG's will have less flexibility on internal assignments.**
 - Per the 1300.8R, "The assignment of enlisted Marines to and from MCC's and the assignment of officers to and from company grade billets between MCC's will only be made by the CMC (MMEA/MMOA as appropriate)."



Current Inventory Vs Req't

| Grade | 1302 | 0402 | 3002 |
|--------------|-----------------------------------|---------------------|---------------------|
| O1/O2 | 143 128% of Reqt | 414 115% of Reqt | 132 100% of Reqt |
| O3 | 162 111% of Reqt | 439 99% of Reqt | 243 102% of Reqt |
| O4 | 111 95% of Reqt | 326 99% of Reqt | 183 101% of Reqt |
| O5 | 66 102% of Reqt | 157 104% of Reqt | 67 105% of Reqt |
| O6 | 8040 = 134 103% of Reqt | | |



Marine Corps Reserve

- War on Terror has necessitated a transition from a “Strategic” to an “Operational” Reserve
- Mobilizations and activations have provided substantial OPTEMPO relief for the AC
- Reserve units are in reality deployed for 12 months at a time with 7 months “Boots on the Ground” (ILOC time)
- 99% of all Marine Forces Reserve units have been activated at least once



Force Augmentation

Officers and Enlisted

| Joint USMC Billets on JMD | Joint USMC Billets Agreed to fill | Filled Joint Billets | | | Internal Service Augment Billets Requested (IAVB/IMA) | Service Augmentation Billets Filled | | | Total Billets for the USMC | Total IA and SA Billets filled | | |
|---------------------------|-----------------------------------|----------------------|-----|-----|---|-------------------------------------|-----|-----|----------------------------|--------------------------------|------|-----|
| | | AC | RC | RET | | AC | RC | RET | | AC | RC | RET |
| 588 | 485 | 251 | 131 | 8 | 2605 | 159 | 955 | 25 | 3090 | 410 | 1086 | 33 |
| | | 390 | | | | 1139 | | | | 1529 | | |

- **MMFA Manpower Priority**
 - OIF TT's (MFP 60%, MFC 40%)
 - JMDs
 - Internal USMC Requirements

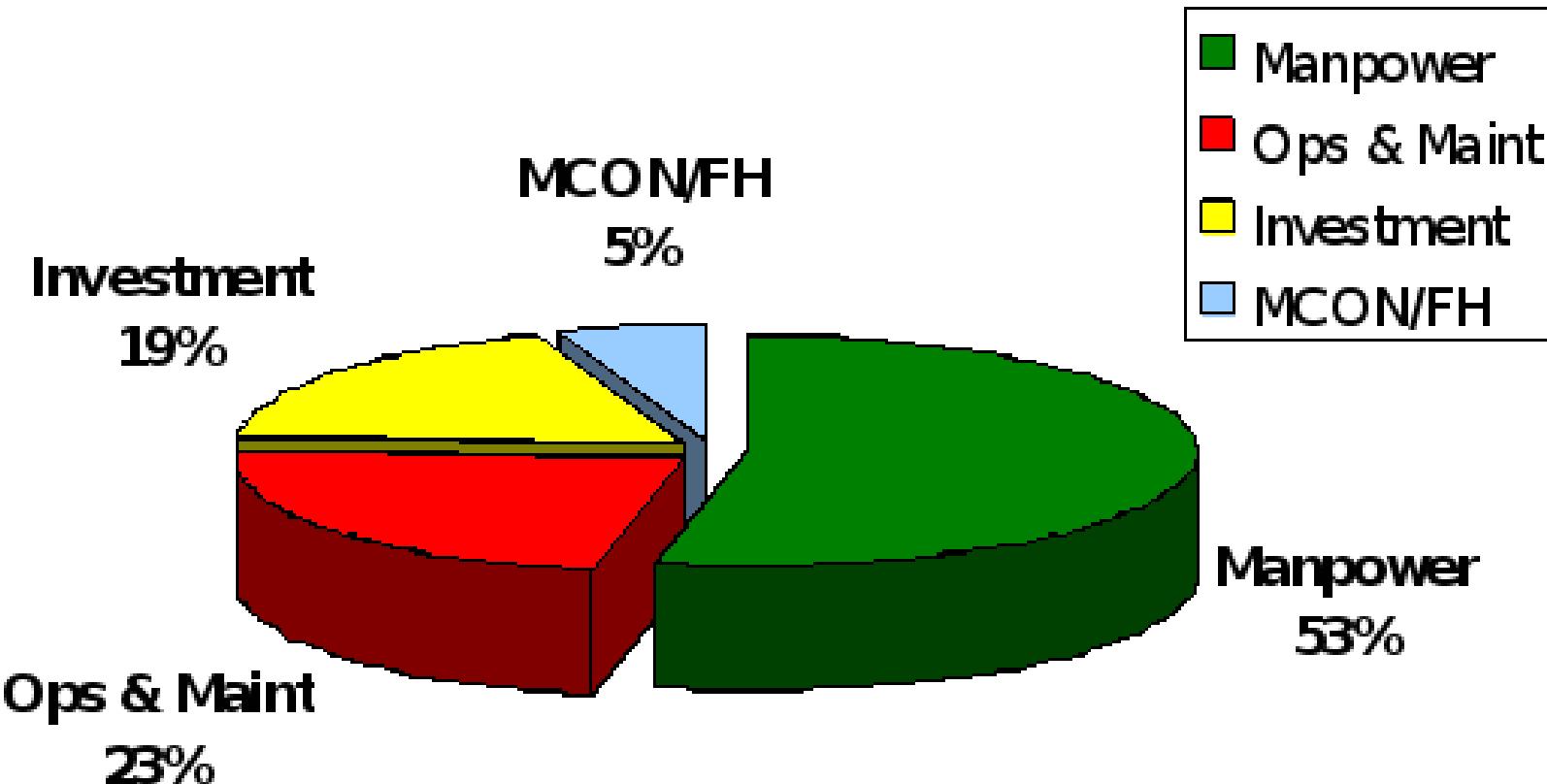


IRR Invol Recall Results

| Activation | OIF 8.1 Oct 07-08 | OIF 8.2 May 08-09 | OIF 9.1 Nov 08-09 |
|--------------------------------|------------------------------|------------------------------|------------------------------|
| Required | 1200 | 1500 | 1205 |
| Mustered & Screened | 1304 | 1915 | 1736 |
| RAD | 31 | 58 | 11 |
| SMCR/IMA Joins | 212 (16%) | 290 (15%) | 115 (7%) |
| IA Billet Volunteers | 7 | 24 (1%) | 1 |
| Orders Issued | 535 (41%) | 571 (30%) | 913 (53%) |



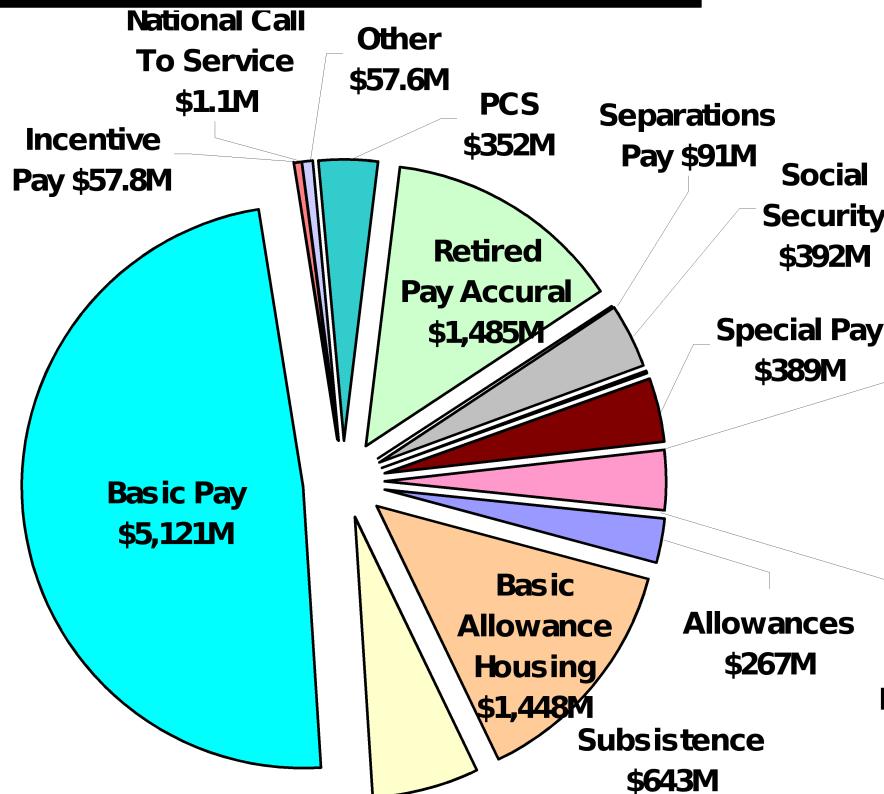
FY08 Baseline Funding Mix



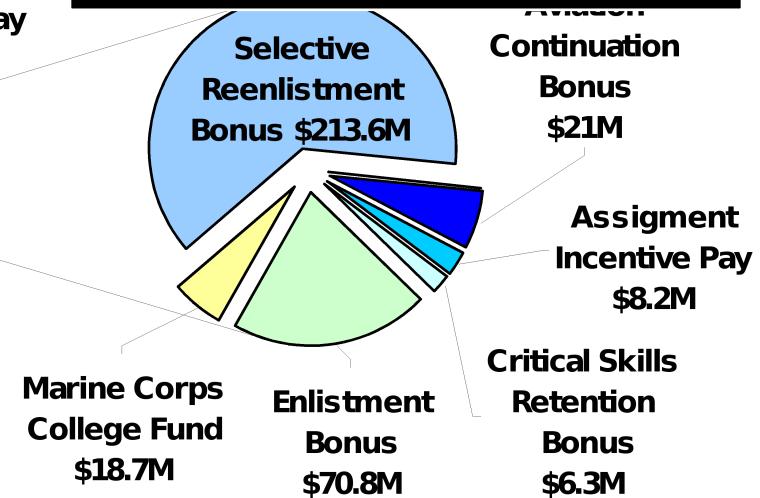


FY08 Military Personnel (MilPers)

**Entitlements \$10.3B
(96.8%)**



**Discretionary \$.339B
(3.2%)**





Warrior and Family Support

- **CMC Guidance to put programs on wartime footing**
- **FY08 and FY09 GWOT Supplemental (\$100M per year)**
- **POM-10 funding increase (\$110M annually; FY10-FY15)**
- **Improvement initiatives**
 - Revitalizing Unit Family Readiness and Marine Corps Family Team Building through expanded staff, training & technology
 - Exceptional Family Member Program (up to 40 hours of free respite care per month & ensuring appropriate access to medical, educational, and financial services)
 - Established a national, regional, and installation level school liaison capability to help resolve educational issues
 - Enhancing infrastructure, programs & services at remote & isolated commands (child care, fitness, facilities, staffing)
 - Deployed Satellite Communications and installation WIFI
 - Additional enhancements (Single Marine and family support, equipment/furnishings, child care, facility renovations)



“To The Fight” - Officer

- ALMAR 002/07 (CMC Intent) / MARADMIN 115/07 (MM Amplifying Guidance)
 - Must allow every Marine the opportunity to train, deploy, and fight
 - As feasible, reassign Marines that have yet to deploy to rotational units, but limit the impact on unit cohesion
 - Increased TOS Waivers, III MEF Assignment policy modifications

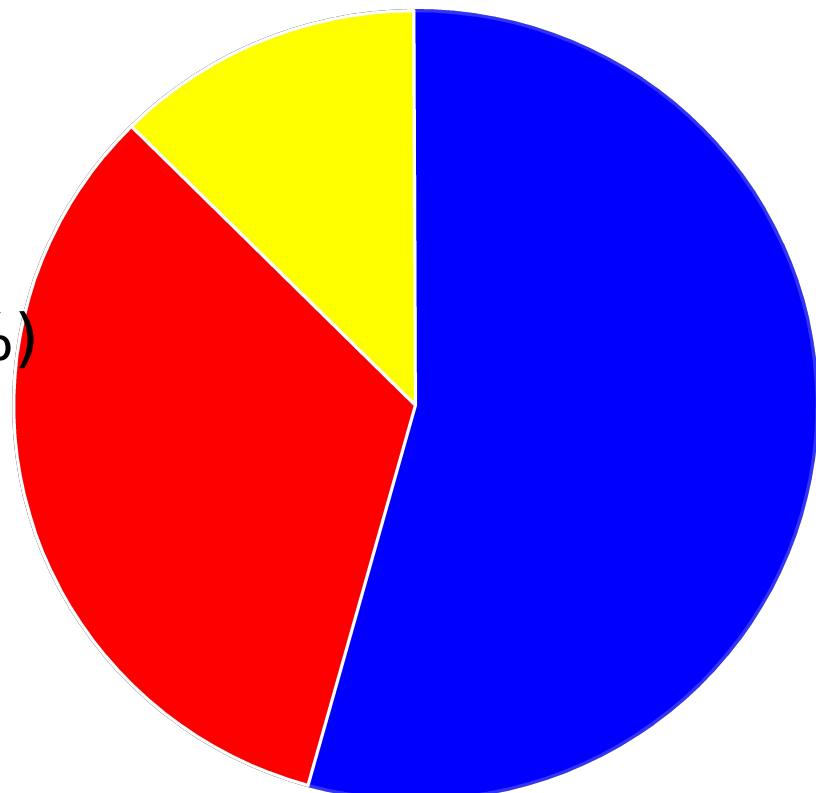
| How Are We Doing? | | | | | |
|----------------------------|-----|-------|-------|-----|--------------|
| Metric | CG | Major | LtCol | Col | All Officers |
| Combat FITREP (since 9/11) | 69% | 75% | 68% | 61% | 70% |
| ACM/ICM/GWOT-EM (Medal) | 75% | 85% | 81% | 72% | 78% |



"To the Fight" - Enlisted

- 174,646 Enlisted Marines
- 27,648 T2P2
- 146,854 Assignable
- 87,749 Deployed (60%)
- 59,105 Not Deployed (40%)

■ Deployed
■ Not Deployed
■ T2P2



Snapshot of enlisted force on 26 Aug 07



Career Progression

- Boardroom Basics
- Command Opportunity
- Resident PME Opportunity
- Promotion Statistics
- Joint Assignments

Boardroom





0-5 Command Select Rates

| FY09 | | | | | |
|--------------|------------|-----------|-----------|-------------|-------------|
| MOS | POPULATION | PRIMARY | ALTERNATE | SLATE (%) | SCREEN (%) |
| 0402 | 64 | 13 | 11 | 20.3 | 37.5 |
| 1302 | 23 | 5 | 4 | 21.7 | 39.1 |
| 3002 | 26 | 4 | 3 | 15.3 | 26.9 |
| TOTAL | 113 | 22 | 18 | 19.5 | 35.4 |
| FY08 | | | | | |
| MOS | POPULATION | PRIMARY | ALTERNATE | SLATE (%) | SCREEN (%) |
| 0402 | 58 | 11 | 8 | 18.9 | 32.7 |
| 1302 | 22 | 7 | 5 | 31.8 | 54.5 |
| 3002 | 29 | 5 | 4 | 17.2 | 31.0 |
| TOTAL | 109 | 23 | 17 | 21.1 | 36.7 |
| FY07 | | | | | |
| MOS | POPULATION | PRIMARY | ALTERNATE | SLATE (%) | SCREEN (%) |
| 0402 | 57 | 12 | 9 | 21.0 | 36.8 |
| 1302 | 17 | 6 | 5 | 35.3 | 64.7 |
| 3002 | 21 | 4 | 2 | 19.0 | 28.6 |
| TOTAL | 95 | 22 | 16 | 23.2 | 40.0 |



O-6 Command Select Rates

| FY09 | | | | | |
|--------------|------------|-----------|-----------|-------------|-------------|
| AMOS | POPULATION | PRIMARY | ALTERNATE | SLATE (%) | SCREEN (%) |
| 0402 | 15 | 3 | 7 | 20.0 | 66.6 |
| 1302 | 13 | 5 | 3 | 38.4 | 61.5 |
| 3002 | 12 | 3 | 1 | 25.0 | 33.3 |
| TOTAL | 40 | 11 | 11 | 27.5 | 55.0 |
| FY08 | | | | | |
| AMOS | POPULATION | PRIMARY | ALTERNATE | SLATE (%) | SCREEN (%) |
| 0402 | 15 | 2 | 5 | 13.3 | 46.6 |
| 1302 | 12 | 5 | 3 | 41.6 | 66.6 |
| 3002 | 9 | 2 | 1 | 22.2 | 33.3 |
| TOTAL | 36 | 9 | 9 | 25.0 | 50.0 |
| FY07 | | | | | |
| AMOS | POPULATION | PRIMARY | ALTERNATE | SLATE (%) | SCREEN (%) |
| 0402 | 25 | 5 | 5 | 20.0 | 40.0 |
| 1302 | 5 | 1 | 1 | 20.0 | 40.0 |
| 3002 | 10 | 3 | 2 | 33.3 | 50.0 |
| TOTAL | 40 | 9 | 8 | 22.5 | 42.5 |



FY 03-09 Available PMOS Cmds

| FY | 0402 | 1302 | 3002 | 8040 |
|--------|-----------|-----------|------|-----------|
| 09 | 10 | 7 | 5 | 10 |
| 08 | 11 | 11 | 1 | 9 |
| 07 | 8 | 7 | 7 | 13 |
| 06 | 11 | 10 | 2 | 12 |
| 05 | 7 | 3 | 3 | 10 |
| 04 | 13 | 7 | 2 | 12 |
| 03 | 7 | 10 | 3 | 10 |
| AVG/YR | 9.5 | 7.8 | 3.2 | 10.8 |



AY08 CLS Selection Rate

| MOS | ELIGIBLE | SELECT | SELECT % |
|--------------|------------|--------|--------------|
| 0402* | 73 | 27 | 37.0% |
| 1302* | 33 | 16 | 48.5% |
| 3002* | 26 | 11 | 42.3% |
| TOTAL | 132 | 54 | 40.9% |

*Denotes MOSs with Army CCC opportunities



AY 08/09 ILS Selection Rates

| | Eligible | Primary | % of Eligible | Alternate | % of Eligible |
|-------------|------------|---------|---------------|-----------|---------------|
| MOS | Population | Selects | Population | Selects | Population |
| 0402 | 65 | 13 | 20.00% | 6 | 9.23% |
| 1302 | 15 | 5 | 33.33% | 2 | 13.33% |
| 3002 | 34 | 3 | 8.82% | 1 | 2.94% |
| 8059 | 3 | 1 | 0.00% | 0 | 0.00% |
| Overall | 117 | 22 | 18.8% | 9 | 7.7% |



AY 08/09 TLS Selection Rates

| MOS | Eligible | Primary | % of Eligible Population | Alternate Population | % of Alternate Population | % of Eligible and Alternate |
|-------------|-----------|---------|--------------------------|----------------------|---------------------------|-----------------------------|
| 0402 | 49 | 9 | 18.37% | 2 | 4.08% | 22.45% |
| 1302 | 26 | 7 | 26.92% | 5 | 19.23% | 46.15% |
| 3002 | 24 | 3 | 12.50% | 3 | 12.50% | 25.00% |
| 8059 | 17 | 2 | 11.76% | 3 | 17.65% | 29.41% |
| Overall | 666 | 99 | 14.80% | 53 | 8.00% | 22.80% |



Promotion Statistics (0402)

| Board average | COL 52% | LTCOL 70% | MAJ 90% |
|---------------|--------------------------------------|------------------------------------|--------------------------------------|
| FY09 | 46.2% (57% Selection Rate) | 75% (75% Selection Rate) | 82.4% (90% Selection Rate) |
| FY08 | 58.3 | 62.2 | 92.2 |
| FY07 | 61.2 | 73.3 | 87.5 |
| FY06 | 54.5 | 56.8 | 91.4 |
| FY05 | 58.3 | 69 | 93.3 |



Promotion Statistics (3002)

| Board average | COL 52% | LtCol 70% | MAJ 90% |
|---------------|-----------------------------------|-------------------------------------|-------------------------------------|
| FY09 | 60 (57% Selection Rate) | 58.8 (75% Selection Rate) | 89.8 (90% Selection Rate) |
| FY08 | 37.5 | 68 | 85.7 |
| FY07 | 38.5 | 58.3 | 94.1 |
| FY06 | 15.4 | 87.5 | 92.6 |
| FY05 | 50 | 57.1 | 86.4 |



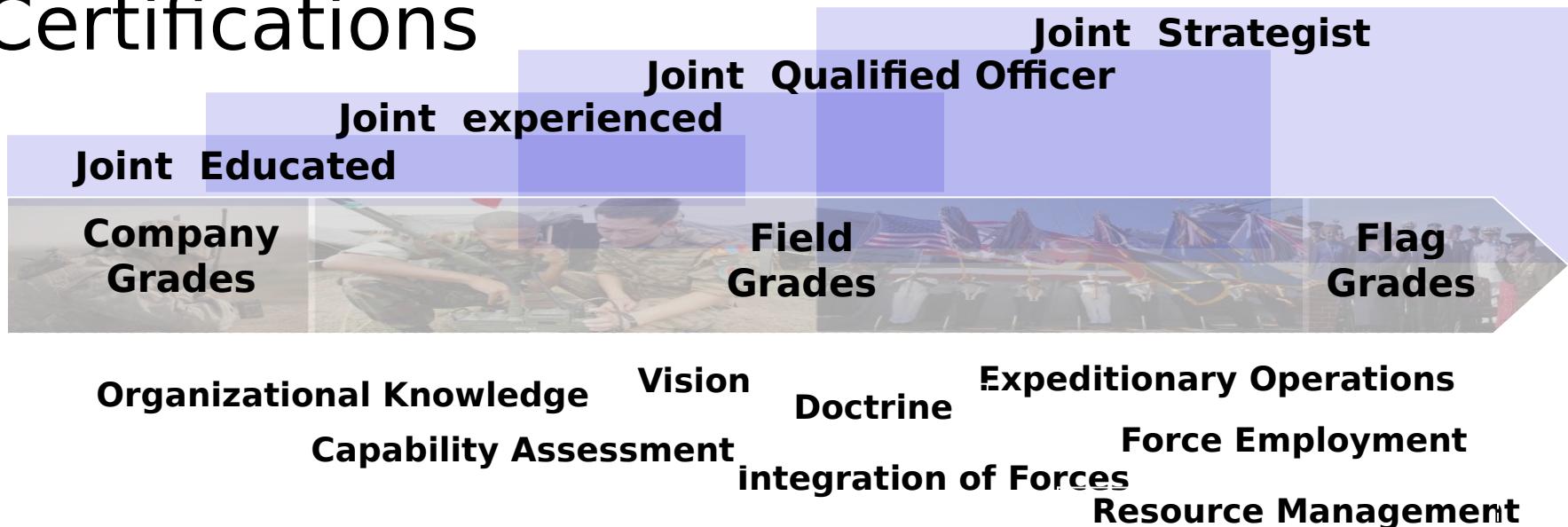
Promotion Statistics (1302)

| Board average | COL 52% | LTCOL 70% | MAJ 90% |
|---------------|-------------------------------------|-------------------------------------|-------------------------------------|
| FY09 | 57.1 (57% Selection Rate) | 77.8 (75% Selection Rate) | 93.8 (90% Selection Rate) |
| FY08 | 66.7 | 61.1 | 95.2 |
| FY07 | 60 | 73.3 | 71.4 |
| FY06 | 50 | 72.2 | 93.8 |
| FY05 | 50 | 83.3 | 82.4 |



Joint Qualification System

- Competency-based Certifications



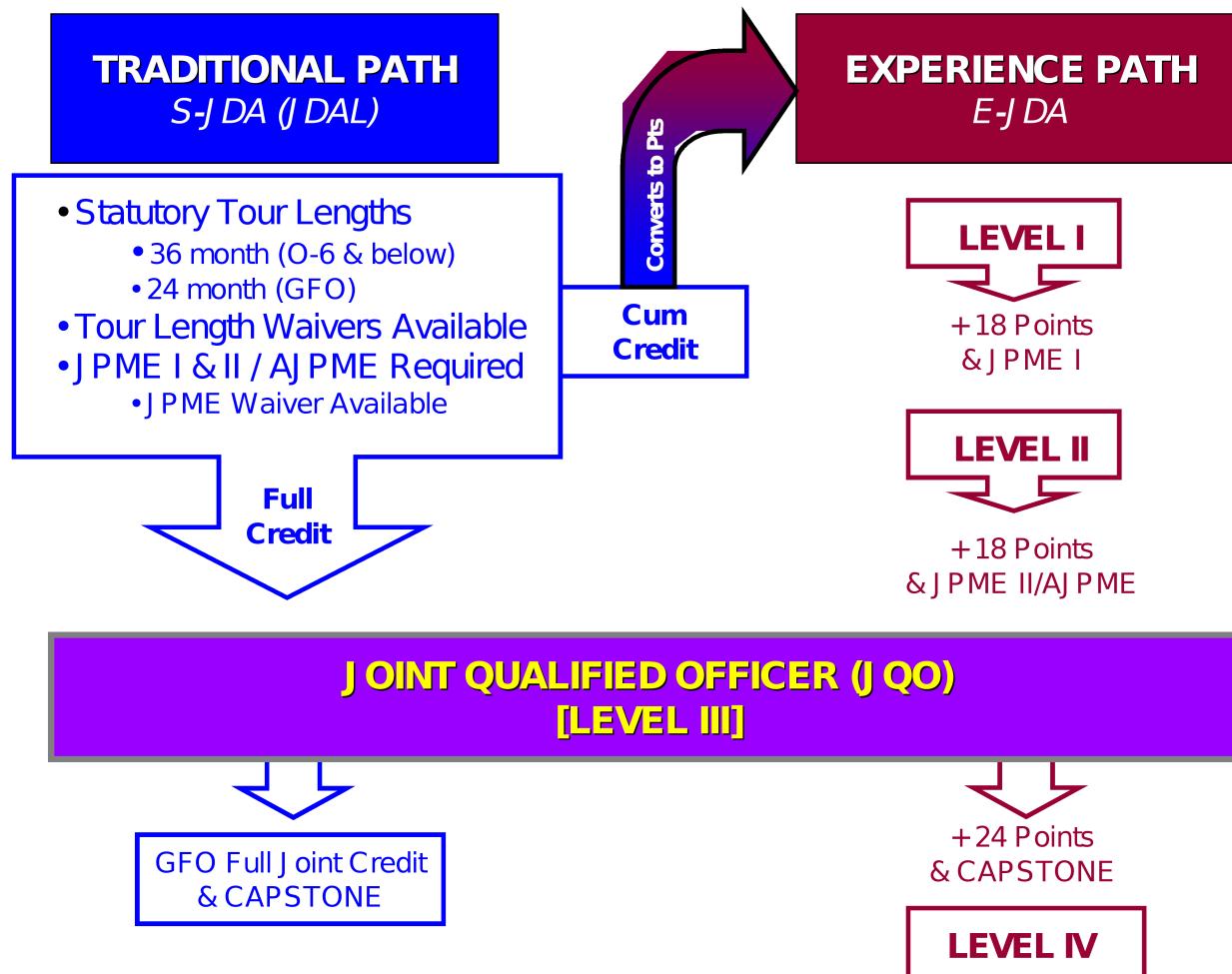
- Unlimited Combinations

Joint Competencies
(Training, Education,
Experiences)

= JQO



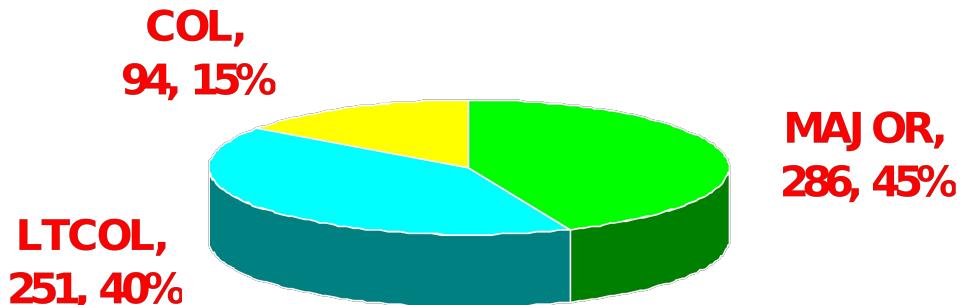
JQS - Dual Track to JQO





Joint Assignments

- **Rank Breakdown**



- **Mandated tour length average of 36 months**

- Full Credit Tour = 36 Months (COS Officer minimum is 22)
- Short tours are limited by law
- Extensions on joint duty are discouraged

- **15% Reduction in JDAL forthcoming**

- **Joint Qualified Officer (JQO)**

- JPME I + JPME II + Full Joint Credit Tour (JDAL) = JQO
- 36 Points (JQS)
- MARADMIN 477/07, MMOA-5 Web Site



Joint Assignments

| | 0402 | 3002 | 1302 | 8040 |
|---------|------------|------------|------------|------------|
| MAJOR | 43 | 15 | 7 | N/A |
| LTCOL | 19 | 13 | 7 | N/A |
| COLONEL | N/A | N/A | N/A | 20 |
| TOTAL | 62 | 28 | 14 | 20 |

- All billets represent service in a standard joint duty assignment (S-JDA), via the Joint Duty Assignment List (JDAL)
- The above listed numbers represent a “snap-shot” as of Aug 08. Staffing for FY09 may change numbers (+/-).



Questions

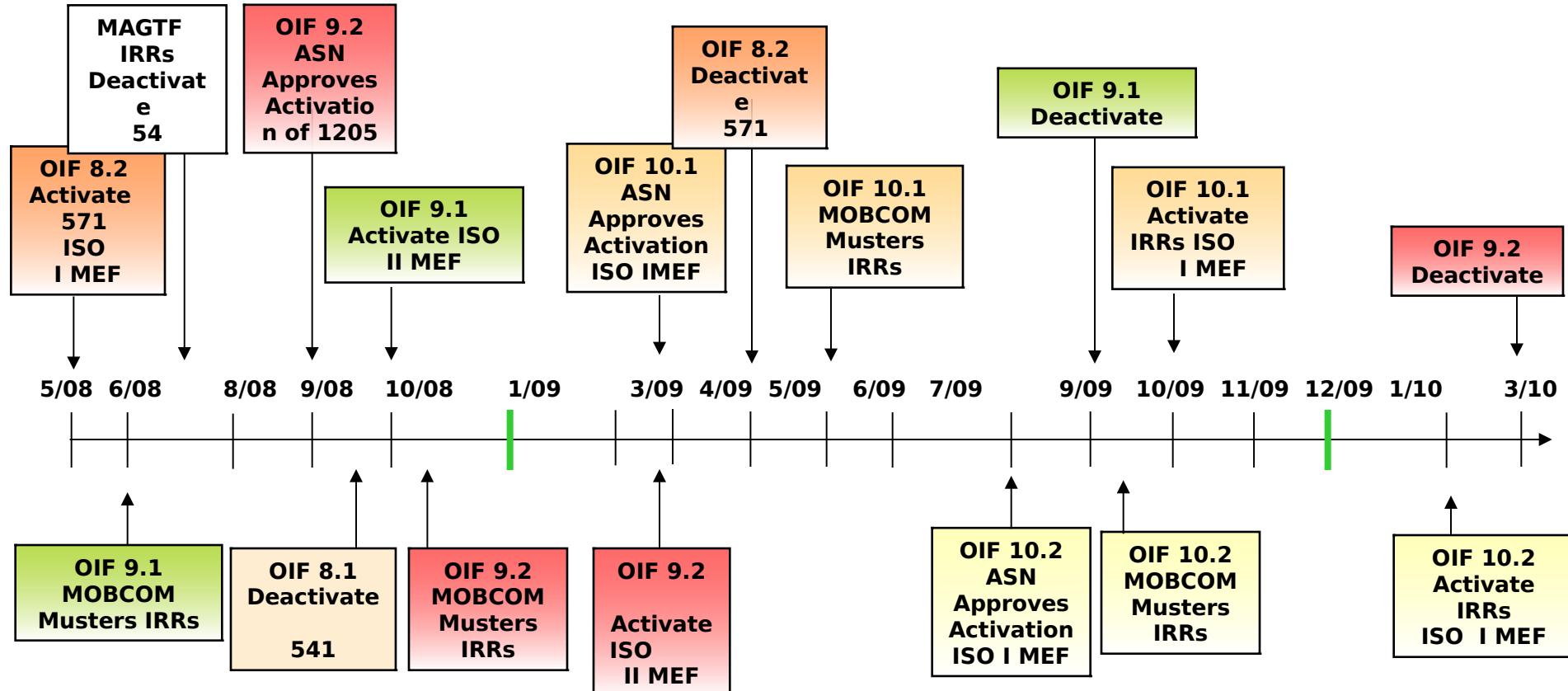


Current Relative Demographics by Percentage (AC)

| Population | White | Black | Hispanic | Asian | Other |
|---------------|--------|--------|----------|-------|-------|
| United States | 66.9 % | 12.8 % | 14.4% | 4.3% | 1.6% |
| USMC Officer | 82.3 % | 6.3% | 6.3% | 3.3% | 1.8% |
| USMC Enlisted | 70.2 % | 11.2 % | 13.0% | 3.0% | 2.6% |



IRR Invol Recall 2,500 Cap (OIF 8.2-10.1)



DRAFT TIMELINE